

Everyone's Smart University

Project (Spring 2021)

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PROJECT LEADERSHIP

Instructions:

- ☐ آخر موعد للتسليم هو يوم الخميس 2021-05-20 في تمام الساعة ٩ مساءً.
- ☐ الإجابة متاحة باللغة الإنجليزية أو اللغة العربية مع مراعاة أن تكون المصطلحات العلمية باللغة الانجليزية.
- ☐ يتم تسليم المشروع في صيغة ملف pdf مع الالتزام بنموذج الجامعة ولن تقبل أي مستندات أخرى.
- ☐ يجب مراعاة أقسام البحث الرئيسية (مقدمة Introduction، دراسات علمية سابقة Literature Review، طريقة البحث Methodology، النتائج والمناقشة Results and Discussion، وأخيراً المراجع References. وان كان هناك ملحقات Appendices يتم إضافتها)
- ☐ يجب الالتزام بـ Theme موحد كما يلي:
 - حجم الخط 12.
 - نوع الخط Arial.
 - لون الخط أسود.
 - المسافة بين الأسطر 1.5 line spacing.
 - عدد صفحات البحث (لا تقل عن ثلاث صفحات ولا تزيد عن ستة صفحات).

Instructor's Name: **Dr. Sara Adel**

THE ROLE OF COMMUNICATION STYLE IN VARIOUS LEADERSHIP STYLE OF HEALTHCARE/HOSPITAL MANAGEMENT

1- Introduction:

As a leader, you need to inspire others to work together in order to achieve a common goal. Becoming a good leader involves having empathy for all those around you. In addition, he is responsible for formulating ideas communication between institutional components and organizing their common goals. Leadership styles may affect organizational effectiveness or performance. Transformational leadership is better for predicting job satisfaction and overall satisfaction than leadership styles. An effective leader influences followers in a desired way to reach desired goals [1].

2- Literature review and conceptual framework

Managing organizational goals and objectives requires effective leadership. Multiple leadership is essential to the development and maturation of a diversified workforce. Effective leadership is needed by health care organizations in a competitive, fast-moving environment [2].

The success of a transformational leader is based on their ability to motivate and motivate their constituents to align behaviour and actions towards achieving organizational goals [3].

Transformative leadership sets the standard of human relationships between the leader and followers. This is accomplished by developing mentorship relationships that inspire followers to strive for higher levels of performance. As a result, a new era of leaders is created [4].

Good leadership communication can boost team members' confidence, inspire motivation, and facilitate productivity. And to surpass all types of leaders while fabricating their skills. And communication is the key to starting building.

We can ask:

- Is the communication management style related to the multiple leadership styles?
- What is the relationship between a lack of effective communication and leadership?

2.1- Transformational leadership

Transformational leadership is based on the notion that despite differences between people, they all are striving toward common goals. Additionally, transformational leadership is achieved by leaders who establish and commit to relationships with the subordinates. A transformational leader has the ability to motivate, inspire, and inspire employees to contribute to the growth and success of the business [5]. It relies on strong corporate culture, employee ownership, and employee independence. This management style also allows employees to be more creative, look toward the future, and come up with new solutions to existing problems. Employees on this track will be prepared for transformational leadership themselves through mentorship and training [6].

2.2- Authoritarian Leadership

In order to become an authoritarian leader one must have a general understanding of organizational scales of power, respect for authority, and behavioural expectations, as rooted in organizational role structures. As a consequence, we believe that authoritarian Leadership affects subordinate role perceptions and extra-role behaviour in all cultures. Yet cultural viewpoints may vary regarding power distance, determining whether authoritarian behaviour is encouraged or inhibited [7].

Healthcare/hospital management includes both outpatient clinics and admission clinics as well as many other organizational units. There are different leadership styles and

teams in hospital management, so communication between leadership and team leaders is a necessity for successful outcomes.

2.3- Communication

“Communication is the process of passing information and understanding from one person to another.” - Keith Davis

Communications cover a wide range of activities, from basic exchange of information through words, gestures, signs, symbols, and expressions to establishing social relationships. In other words, the act of communicating in two ways involves a sender and a receiver. A sender or receiver is an individual or a group. The information, directive, issue, feeling, opinion, or idea can be expressed in any way.

3- Methodology

The research relied on primary data derived from a structured questionnaire known as (leadership questionnaire) is often used to assess the impact of leadership styles on communication outcomes. Therefore, the questions in the questionnaire were those related to leadership styles and multiplicity, traits, performance and effectiveness calculated with extra effort, satisfaction, productivity, loyalty and expected communication.

The research questions have five possible answers ranging from “Strongly disagree” to “Strongly agree” and grading by 1 to 5. Three departments within the healthcare organization initially were chosen,

This technique was based on random sampling with more results with multiple departments and participant rotation.

4- Result and Discussion

Regardless of whether we emphasize the negative qualities of numerous leaders or the positive qualities of one style, this will be due to different external conditions. Yet

effective communication remains the path of diversity, openness, etc. from which we can reach the goal regardless of difference. Suggests that hospitals achieve better results if they foster a learning orientation and establishing leadership rotations in order to promote leadership diversity and effective communication.

Based on the results of the research on the budget from 2017 to 2020, it was found that the revenues had decreased by 17 million riyals during the same period of time, and the team worked backward. The results of this study also examined how emotional reactions mediated the negative relationship between ineffective leadership and negative employee outcomes. But in Multiple leadership styles, communication and the use of the RASCI matrix and Work Breakdown Structure (WBS) can have a positive impact on the results. In two months, the results of the health care income increased by 20 million, along with the innovation of the team with the leader.

5- References:

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- 6- John E.(2021) -business skills every IT leader needs to succeed in InformationWeek
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